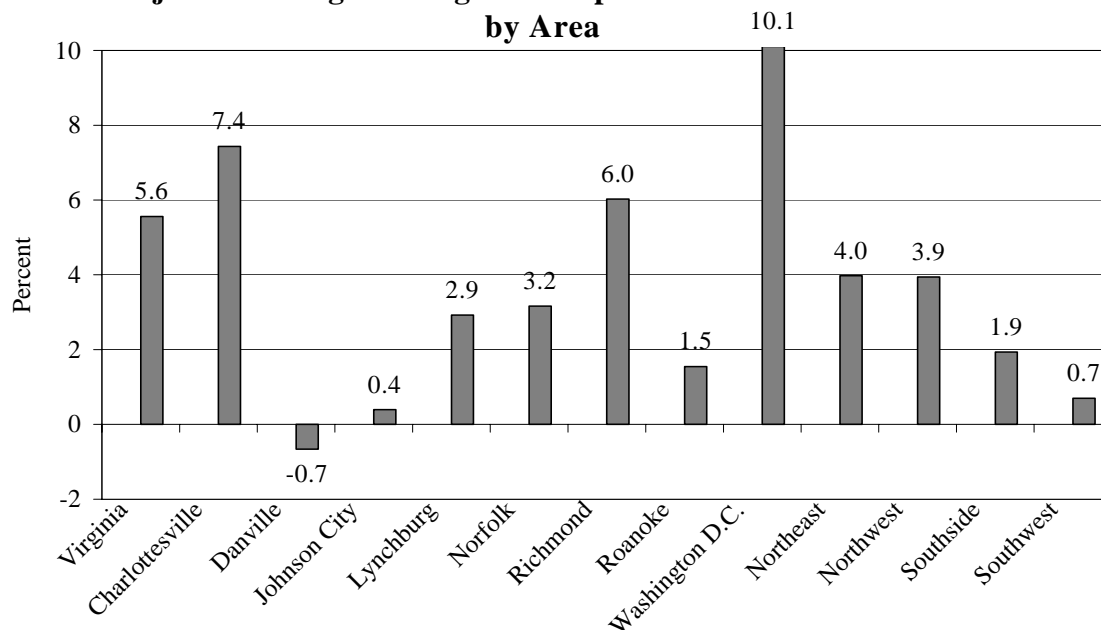


Exhibit 1
Virginia's Population Over Time by Area

| | Actual | | Estimated | | Projected Change from 2003 to 2008 | |
|----------------------|-----------|-----------|-----------|-----------|---------------------------------------|---------|
| | 1990 | 2000 | 2003 | 2008 | Number | Percent |
| <i>Virginia</i> | 6,187,358 | 7,078,494 | 7,322,816 | 7,730,019 | 407,203 | 5.6 % |
| <i>MSAs</i> | | | | | | |
| Charlottesville | 131,107 | 159,576 | 167,023 | 179,435 | 12,412 | 7.4 |
| Danville | 108,711 | 110,156 | 109,719 | 108,991 | -728 | -0.7 |
| Johnson City | 87,517 | 91,873 | 92,091 | 92,455 | 364 | 0.4 |
| Lynchburg | 193,928 | 214,911 | 218,748 | 225,143 | 6,395 | 2.9 |
| Norfolk | 1,429,508 | 1,551,351 | 1,581,365 | 1,631,389 | 50,024 | 3.2 |
| Richmond | 865,640 | 996,512 | 1,033,888 | 1,096,182 | 62,294 | 6.0 |
| Roanoke | 231,474 | 235,932 | 238,142 | 241,826 | 3,684 | 1.5 |
| Washington D.C. | 1,732,377 | 2,167,757 | 2,307,721 | 2,540,993 | 233,273 | 10.1 |
| <i>Non-MSA Areas</i> | | | | | | |
| Northeast | 142,698 | 162,569 | 166,538 | 173,154 | 6,616 | 4.0 |
| Northwest | 443,962 | 513,083 | 525,517 | 546,240 | 20,723 | 3.9 |
| Southside | 219,566 | 252,996 | 255,967 | 260,919 | 4,952 | 1.9 |
| Southwest | 600,870 | 626,067 | 628,687 | 633,053 | 4,366 | 0.7 |

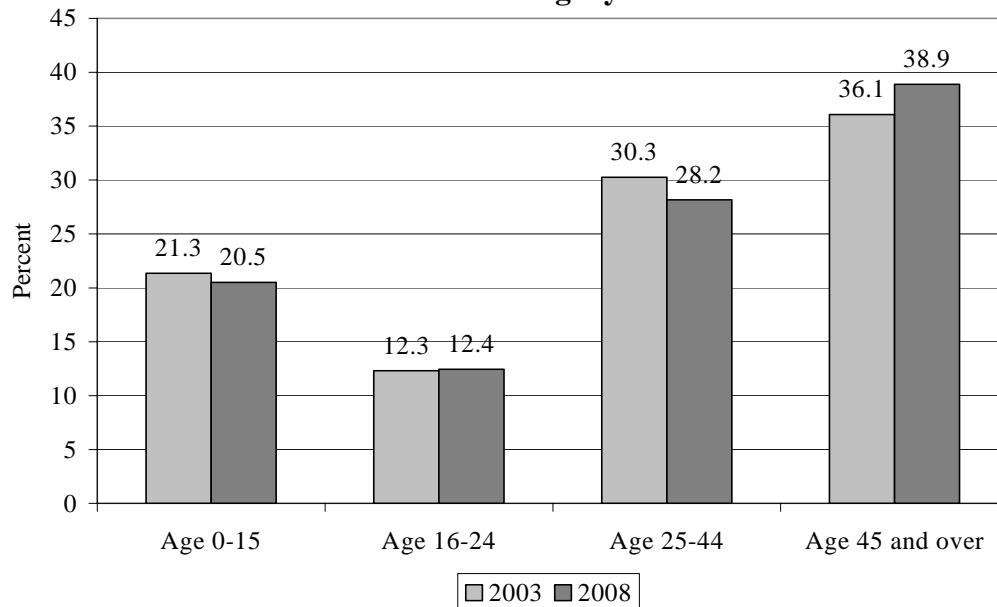
Source: Authors' tabulations from population data provided by the Virginia Employment Commission.

Exhibit 2
**Projected Change in Virginia's Population from 2003 to 2008
by Area**



Source: Authors' tabulations from population data provided by the Virginia Employment Commission.

Exhibit 3
Percent of Virginia's Population in 2003 and 2008 in Each Age Category



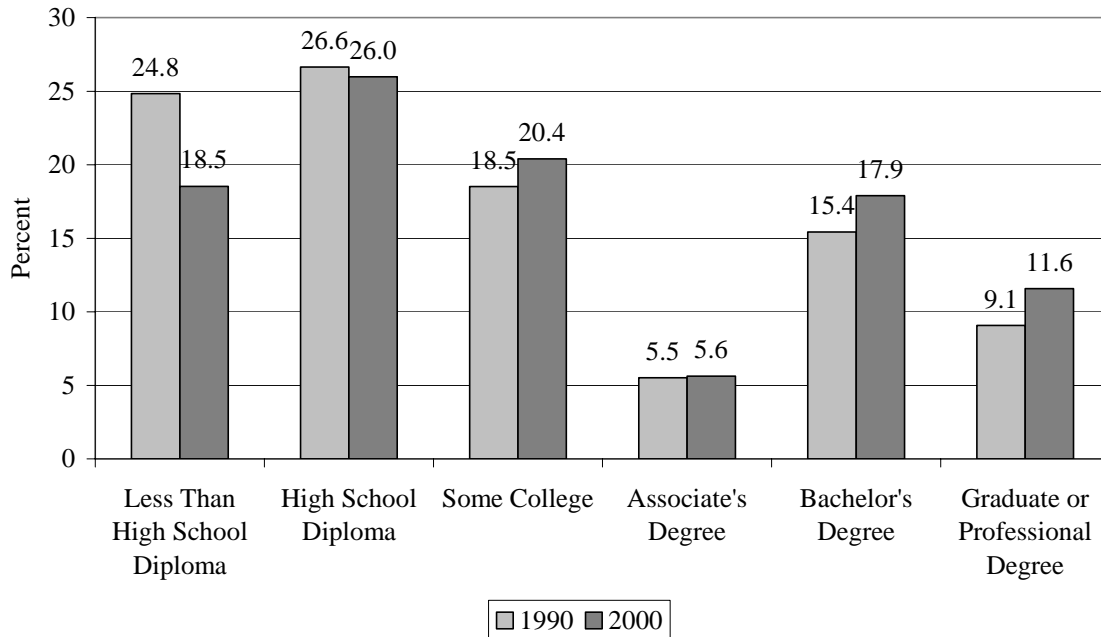
Source: Authors' tabulations from population data provided by the Virginia Employment Commission.

Exhibit 4
Change from 2003 to 2008 in the Percent of Virginia's Population in Each Age Category by Area

| Area | Age 0-15 | Age 16-24 | Age 25-44 | Age 45 and over |
|----------------------|----------|-----------|-----------|-----------------|
| <i>Virginia</i> | -0.8 | 0.1 | -2.1 | 2.8 |
| <i>MSAs</i> | | | | |
| Charlottesville | 0.4 | -0.8 | 0.5 | -0.1 |
| Danville | -1.4 | 0.4 | -2.8 | 3.9 |
| Johnson City | -0.5 | -0.3 | -2.1 | 2.9 |
| Lynchburg | -1.6 | -0.2 | -1.3 | 3.1 |
| Norfolk | -0.8 | -0.4 | -2.4 | 3.6 |
| Richmond | -1.0 | -0.2 | -1.7 | 3.0 |
| Roanoke | -1.4 | 0.6 | -2.4 | 3.2 |
| Washington D.C. | -0.7 | 0.6 | -2.7 | 2.9 |
| <i>Non-MSA Areas</i> | | | | |
| Northeast | -0.8 | 0.5 | -1.7 | 2.1 |
| Northwest | -0.8 | 0.4 | -1.7 | 2.2 |
| Southside | -1.2 | 0.0 | -1.6 | 2.8 |
| Southwest | -1.1 | 0.5 | -1.8 | 2.4 |

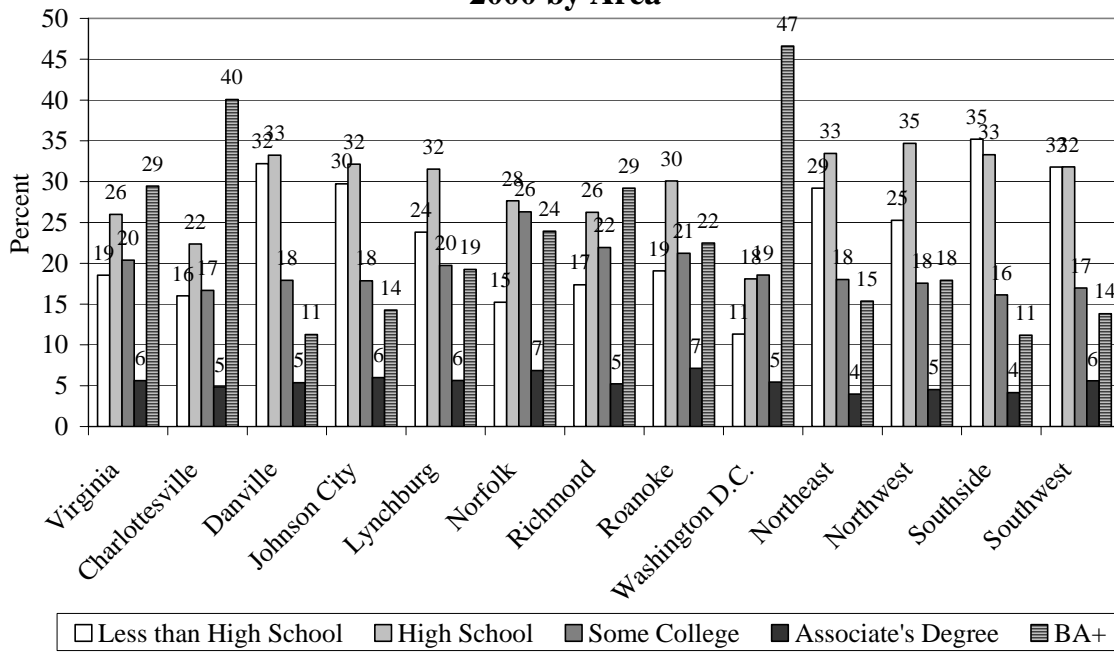
Source: Authors' tabulations from population data provided by the Virginia Employment Commission.

Exhibit 5
Educational Attainment of Virginia's Population 25 Years and Older in 1990 and 2000



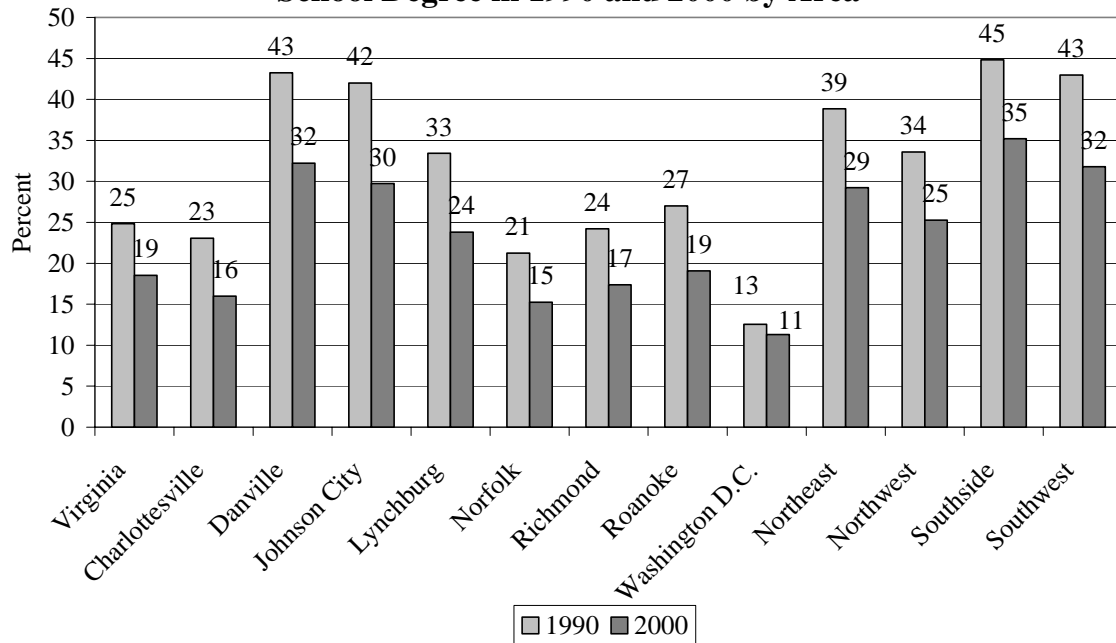
Source: Authors' tabulations from the 1990 and 2000 Census, U.S. Census Bureau.

Exhibit 6
Educational Attainment of Population 25 Years and Older in 2000 by Area



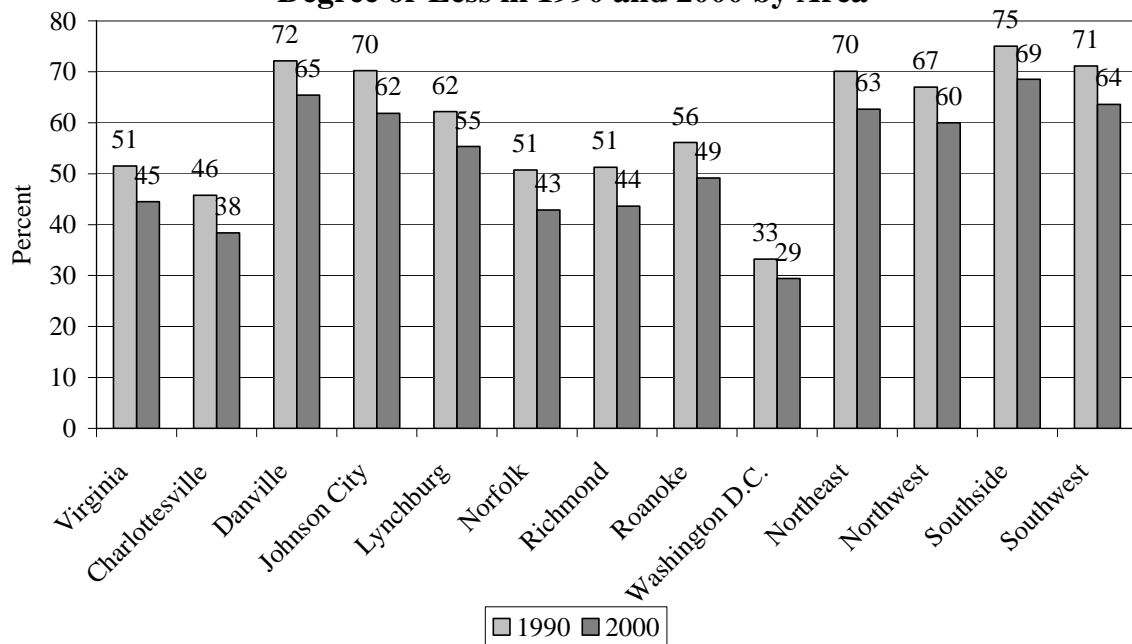
Source: Authors' tabulations from the 2000 Census, U.S. Census Bureau.

Exhibit 7
Percent of Population 25 Years and Older with No High School Degree in 1990 and 2000 by Area



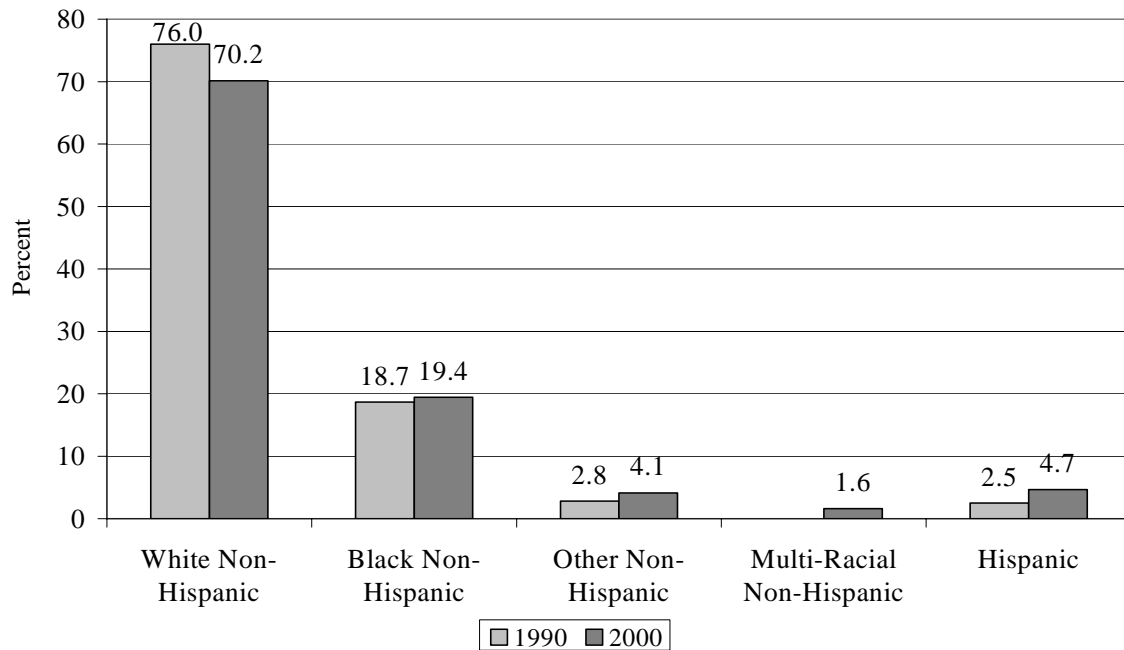
Source: Authors' tabulations from the 1990 and 2000 Census, U.S. Census Bureau.

Exhibit 8
Percent of Population 25 Years and Older with a High School Degree or Less in 1990 and 2000 by Area



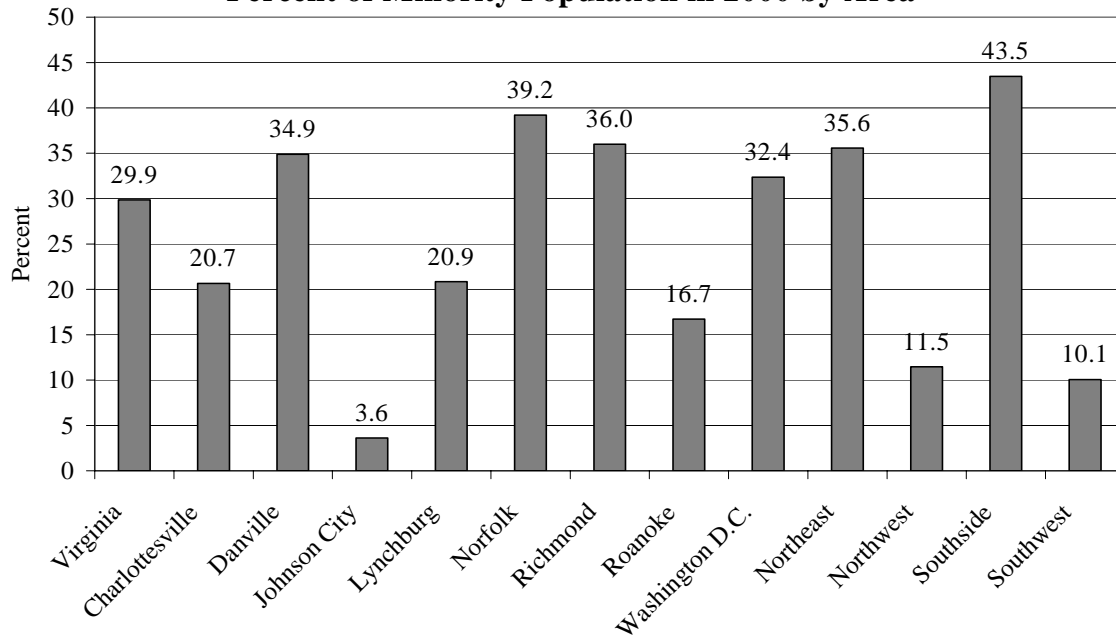
Source: Authors' tabulations from the 1990 and 2000 Census, U.S. Census Bureau.

Exhibit 9
Race and Ethnicity of Virginia's Population in 1990 and 2000



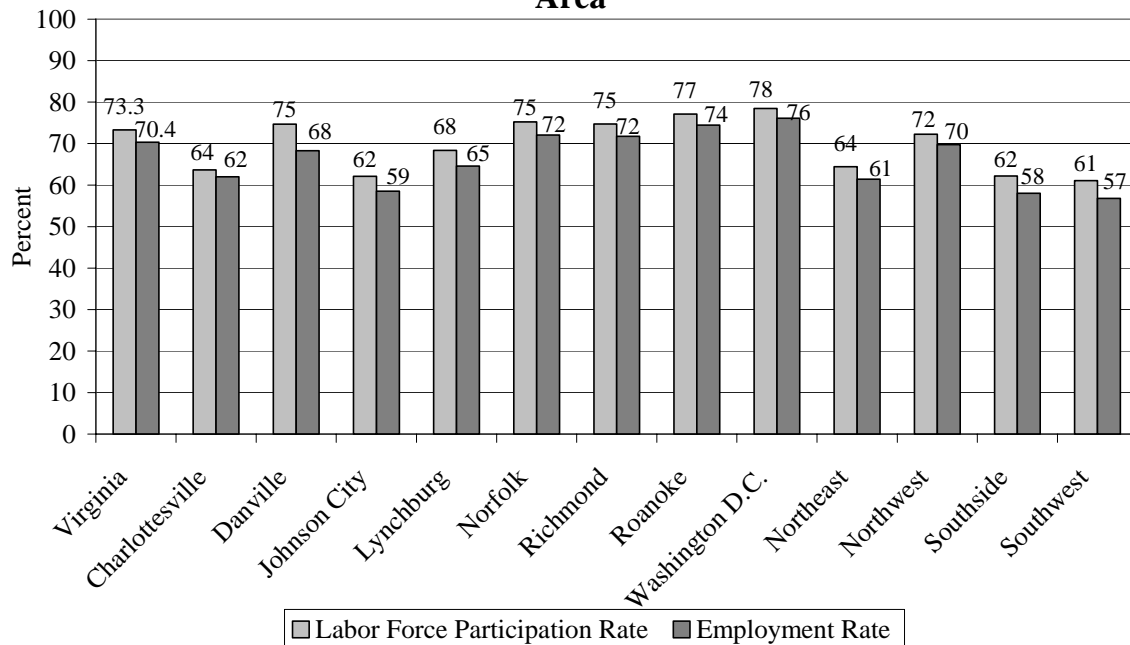
Source: Authors' tabulations from the 1990 and 2000 Census, U.S. Census Bureau.

Exhibit 10
Percent of Minority Population in 2000 by Area



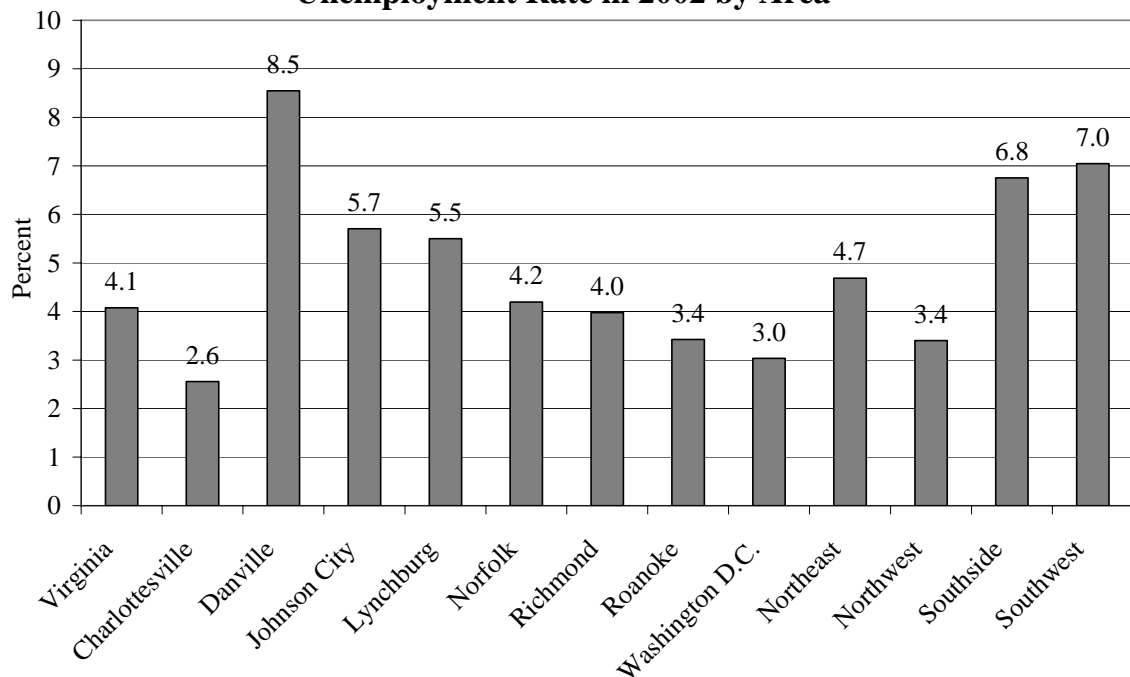
Source: Authors' tabulations from the 2000 Census, U.S. Census Bureau.

Exhibit 11
Labor Force Participation and Employment Rates in 2002 by Area



Source: Industry and Occupational Employment Projections: 1998 – 2008, Virginia Employment Commission.

Exhibit 12
Unemployment Rate in 2002 by Area



Source: Industry and Occupational Employment Projections: 1998 – 2008, Virginia Employment Commission.

| Exhibit 13 Jobs in Demand in Virginia: 1998-2008 Top 25 occupations with the largest number of job openings | |
|---|---|
| <ul style="list-style-type: none"> • Cashiers¹ • Salespersons, Retail¹ • General Managers & Top Executives⁵ • General Office Clerks¹ • Waiters & Waitresses¹ • Systems Analysts⁴ • Combined Food Prep & Service Workers¹ • Helpers, Laborers & Movers, not elsewhere classified¹ • Teachers, Secondary School⁴ • Computer Support Specialists³ • Computer Programmers⁴ • Computer Engineers⁴ • Janitors & Cleaners¹ | <ul style="list-style-type: none"> • Food Preparation Workers¹ • Registered Nurses³ • Receptionists & Information Clerks¹ • Teachers, Elementary⁴ • Hand Packers & Packagers¹ • Prof, Paraprof, Technicians, not elsewhere classified² • Secretaries, Except Legal or Medical² • Guards¹ • Nursing Aides & Orderlies¹ • Truck Drivers, Light¹ • Laborers, Landscapers, & Groundskeepers¹ • Telemarketers, Door-To-Door Sales¹ |

Source: Industry and Occupational Employment Projections: 1998 – 2008, Virginia Employment Commission.

¹ Short-term on-the-job training; ² Moderate-term on-the-job training; ³ Associate's degree;

⁴ Bachelor's degree; ⁵ College degree plus work experience

| Exhibit 14 Declining Jobs in Virginia: 1998-2008 Top 25 occupations with the largest decrease in number of jobs | |
|--|--|
| <ul style="list-style-type: none"> • Sewing Machine Operators, Garment² • Textile Machine Operators/Tenders² • Farm Equipment Operators¹ • Computer Operators, Ex Peripheral² • Agriculture, Forestry, Fishing Workers, not elsewhere classified¹ • Production Inspectors, Graders² • Typists, Including Word Processing² • Child Care Workers, Private¹ • Station Installers & Repairers, Telephone⁵ • Bank Tellers¹ • Inspectors, Testers, Graders, Precision² • Directory Assistance Operators¹ • Peripheral EDP Equipment Operators² | <ul style="list-style-type: none"> • Textile Machine Setters/Oprs² • Woodworking Machine Ops/Tenders, Ex Sawing² • Procurement Clerks¹ • Switchboard Operators¹ • Railroad Brake, Signal & Switch Operators⁴ • Helpers: Electricians & Related¹ • Transportation Attendants¹ • Machine Tool Cutting Operators, M/P² • Offset Lithographic Press Operators² • Butchers & Meatcutters, Retail³ • Roof Bolters, Mining² • Typesetting & Composing Machine Ops² • Telemarketers, Door-To-Door Sales¹ |

Source: Industry and Occupational Employment Projections: 1998 – 2008, Virginia Employment Commission

¹ Short-term on-the-job training; ² Moderate-term on-the-job training; ³ Long-term on-the-job training; ⁴ Work experience in a related occupation; ⁵ Postsecondary vocational award

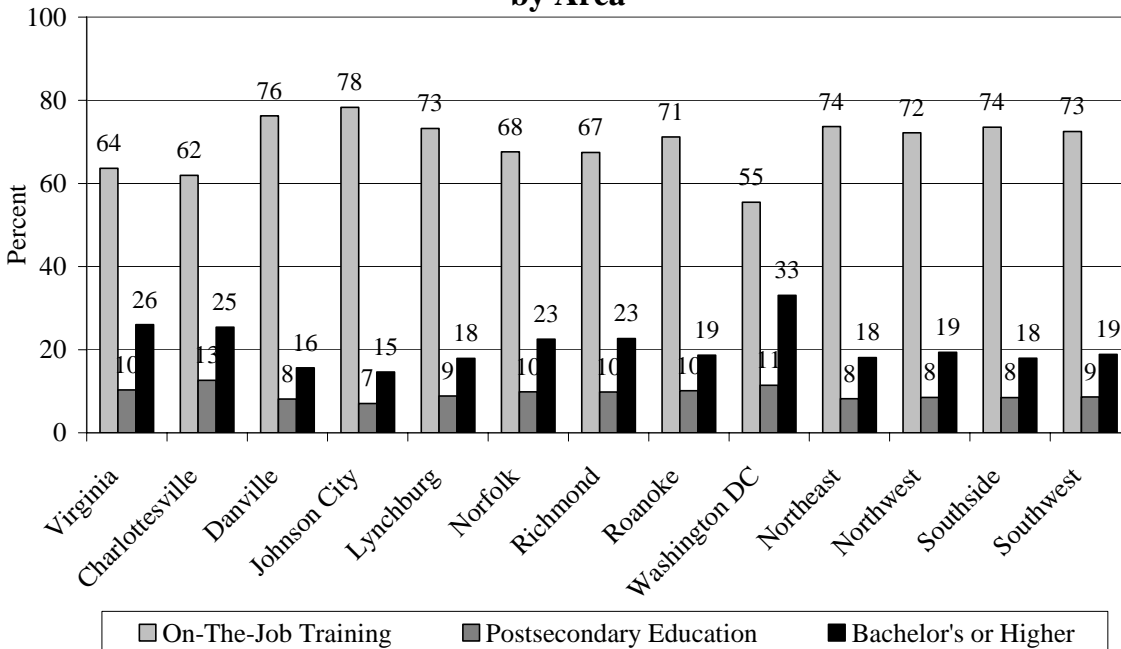
Exhibit 15

Virginia Distribution of Occupations by Job Qualifications, 2008

| Job Qualification | Projected Employment 2008 | Percent of Total Employment 2008 | Projected Job Openings 2008 | Percent of Total Job Openings 2008 |
|--|---------------------------------|--|-----------------------------------|--|
| On-the-job training or work experience | 2,565,603 | 64.4 % | 96,777 | 63.7 % |
| Short-term on-the-job training (0-1 month of on-the job instruction e.g. cashiers, waiter, janitor, food prep worker, taxi driver) | 1,578,276 | 39.6 | 65,873 | 43.3 |
| Moderate-term on-the-job training (1-12 months of on-job training e.g. bookkeeping, painter, coaches, roofers) | 602,973 | 15.1 | 18,090 | 11.9 |
| Long-term on-the-job training (More than 12 months of on-job training e.g. farmers, carpenters, cooks, plumbers, plasterers) | 249,233 | 6.3 | 8,026 | 5.3 |
| Work experience in related occupation (Requires supervisory experience e.g. sales worker supervisor, blue collar supervisors, police) | 135,121 | 3.4 | 4,788 | 3.1 |
| Postsecondary education or training below a bachelor's degree | 408,143 | 10.2 | 15,695 | 10.3 |
| Postsecondary vocational training (Programs usually result in a license or proficiency examination e.g. secretaries, hairdresser, welders, data entry) | 160,346 | 4.0 | 5,647 | 3.7 |
| Associate degree (At least 2 years of full-time study e.g. nurse, electronic technician, paralegals) | 247,797 | 6.2 | 10,048 | 6.6 |
| Bachelor's degree or higher | 1,011,754 | 25.4 % | 39,556 | 26.0 % |
| Bachelor's degree (At least 4 years of full-time study e.g. social workers, insurance sales, accountants, engineers) | 592,643 | 14.9 | 24,565 | 16.2 |
| Work experience, plus a bachelor's or higher degree (Experience in a related nonmanagerial position e.g. managers, judges, government executives) | 285,684 | 7.2 | 9,593 | 6.3 |
| Master's degree (1-2 years full-time beyond bachelor's e.g. teachers, librarians, social scientists) | 61,438 | 1.5 | 2,534 | 1.7 |
| Doctoral degree (3 years full-time beyond bachelor's e.g. college faculty & scientist) | 29,699 | 0.7 | 1,380 | 0.9 |
| First Professional degree (6 years of full-time study. e.g. lawyer, clergy & physician) | 42,290 | 1.1 | 1,484 | 1.0 |
| Total | 3,985,500 | 100% | 152,028 | 100% |

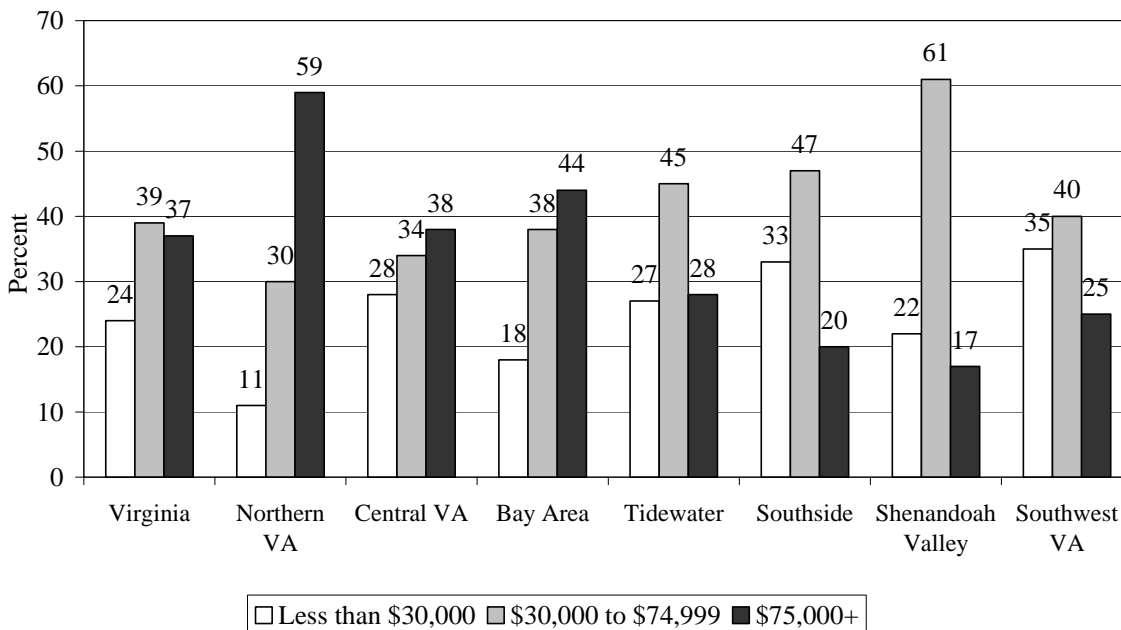
Source: Authors' tabulations are based on 2008 occupational projections data from the Virginia Employment Commission and occupational skill classifications from the United States Bureau of Labor Statistics.

Exhibit 16
Training Level of Projected Job Openings from 2003 to 2008
by Area



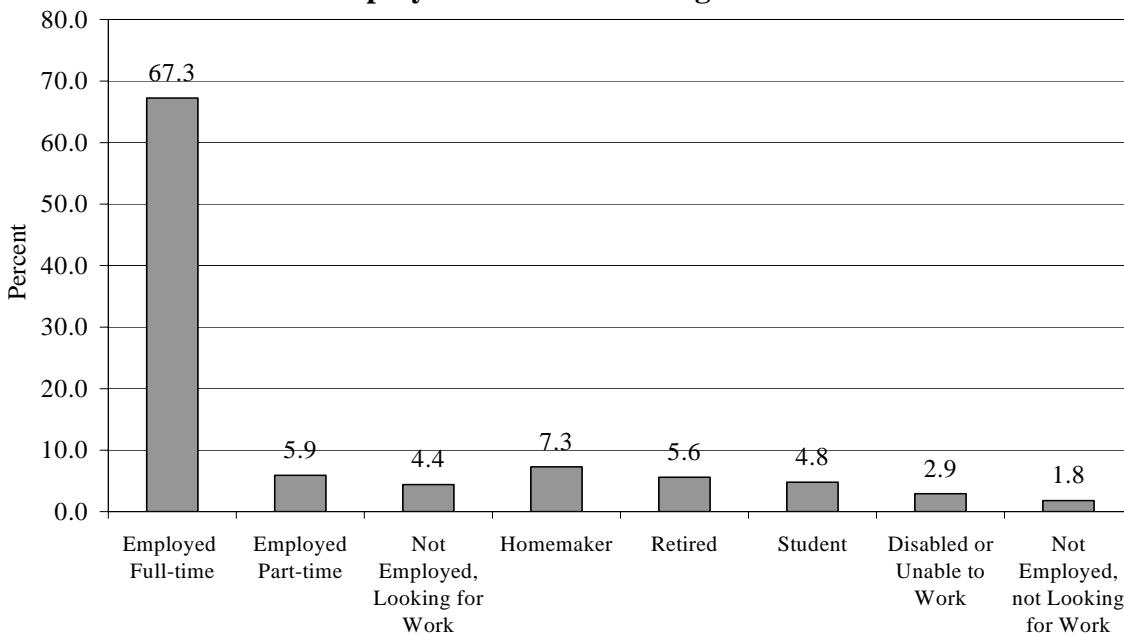
Source: Authors' tabulations from population data provided by the Virginia Employment Commission.

Exhibit 17
Annual Household Income of Virginia's Population by Region



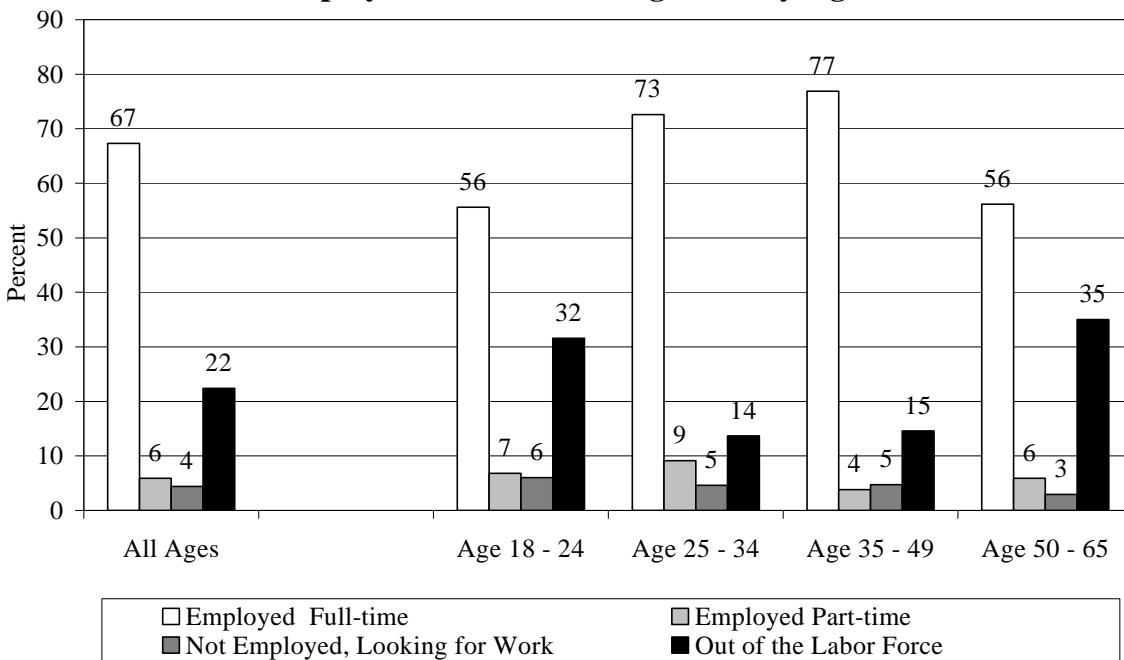
Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 18
Employment Status of Virginians



Source: Authors' tabulations from August 2003 weighed survey data collected by The Gallup Organization.

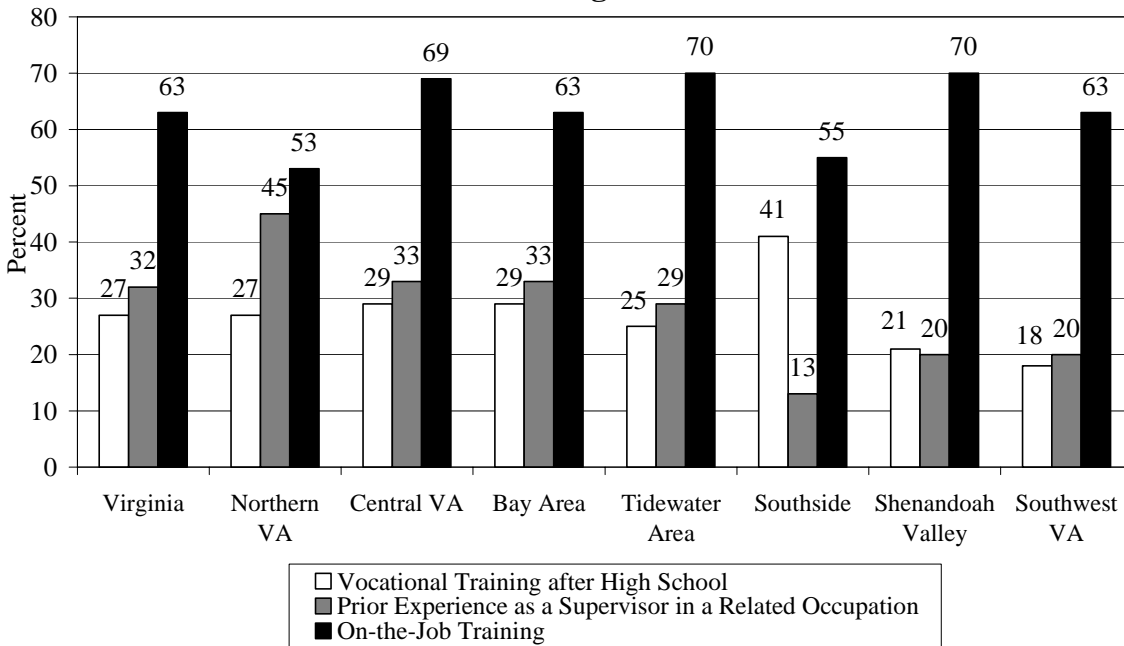
Exhibit 19
Employment Status of Virginians by Age



Note: "Out of the labor force" includes homemakers, students, retired, unable to work or disabled, and those who are not employed and not looking for work.

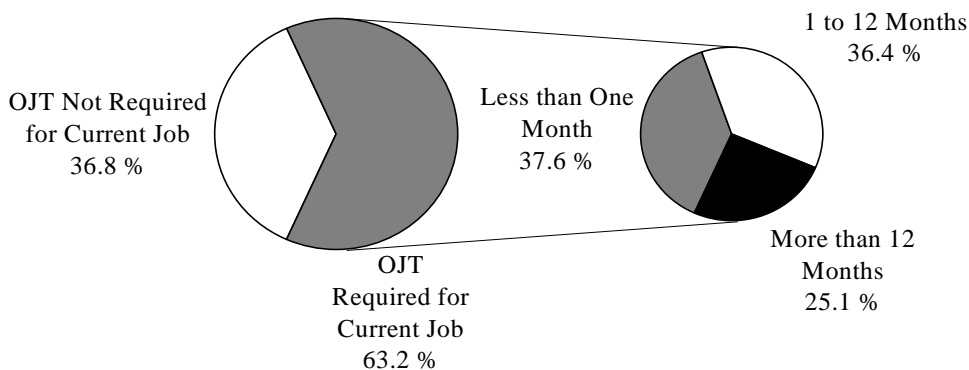
Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 20
Training Required by Current Job for Workers in Virginia by Region



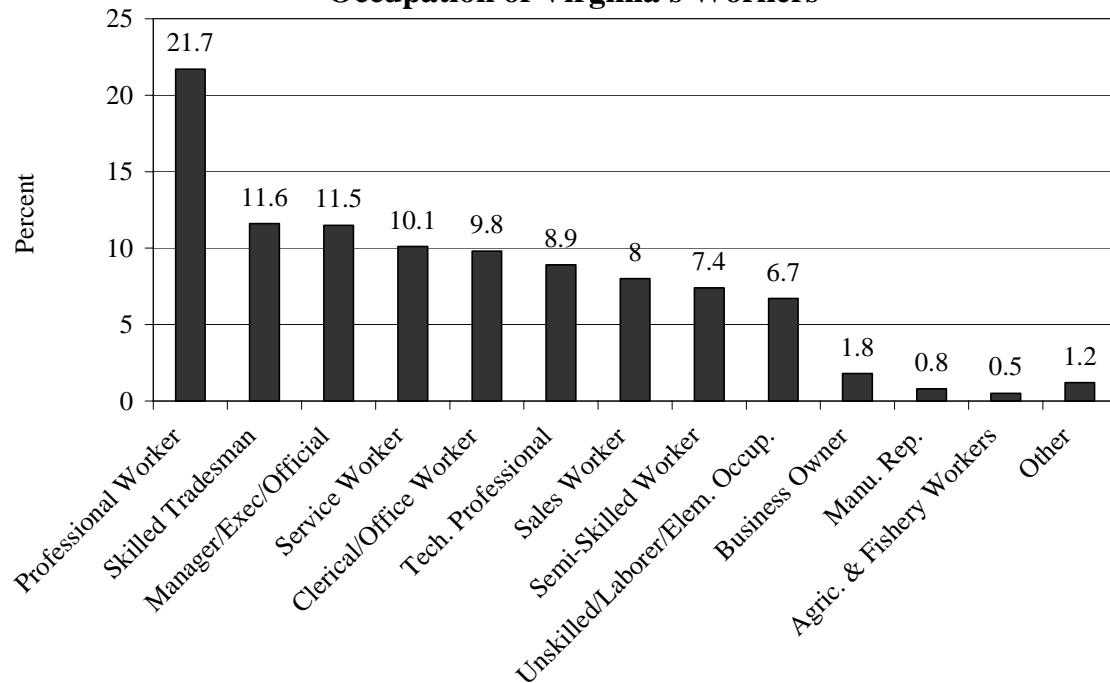
Note: Sum of bars does not equal 100 percent as respondents may answer 'yes' to more than one category.
 Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 21
On-the-Job Training Required by Current Job for Workers in Virginia



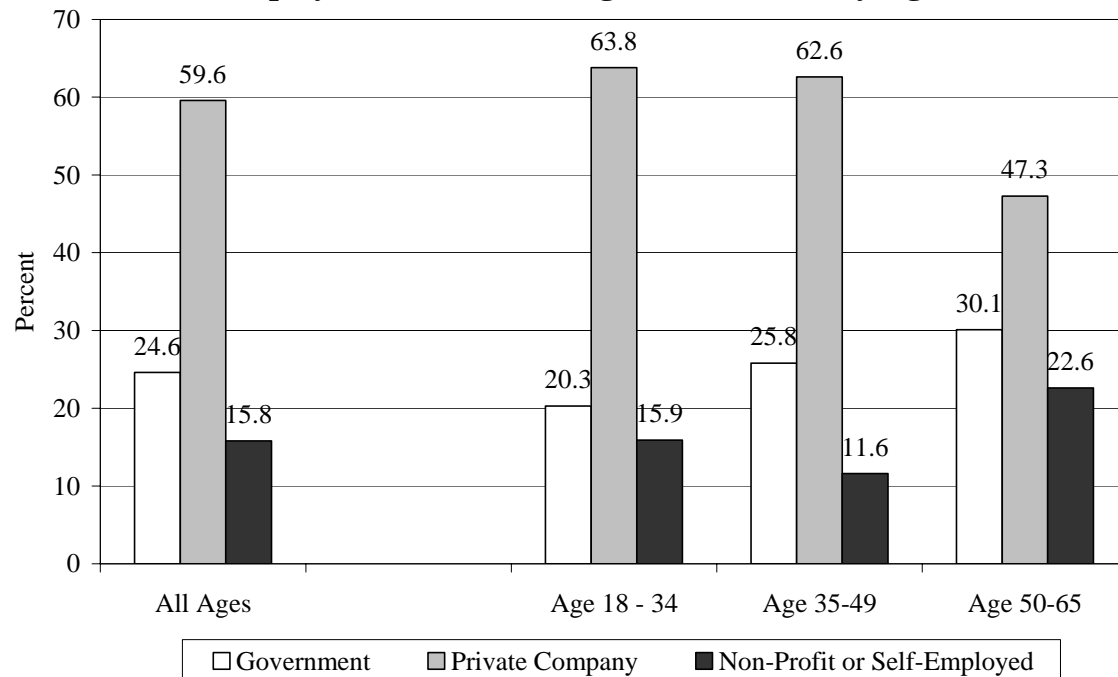
Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 22
Occupation of Virginia's Workers



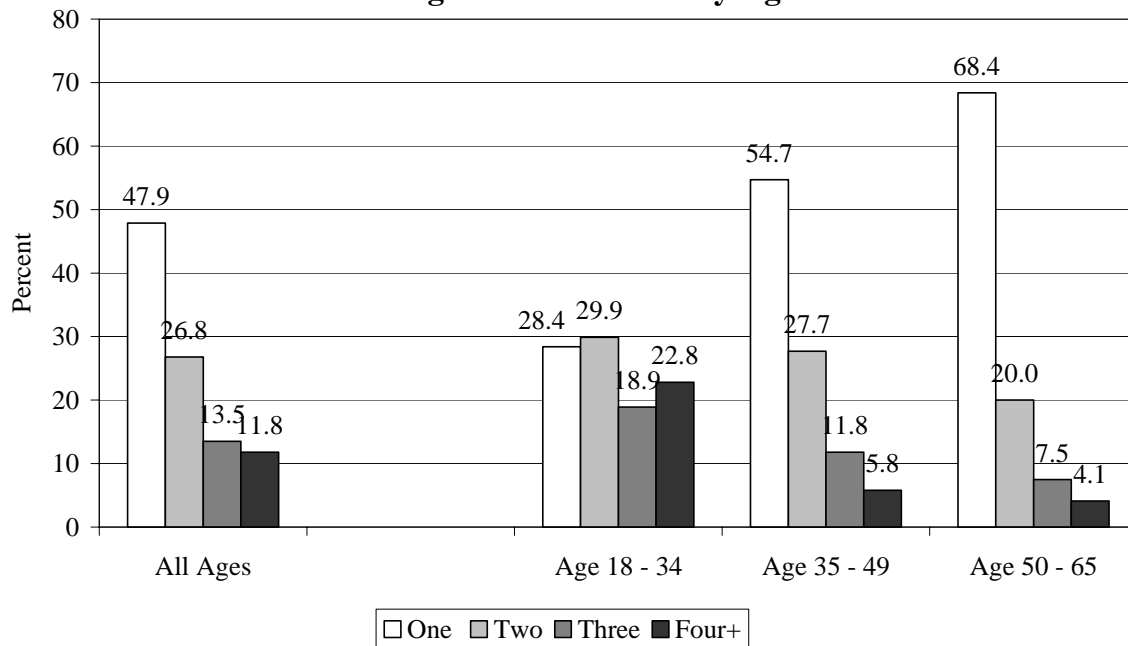
Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 23
Employment Sector of Virginia's Workers by Age



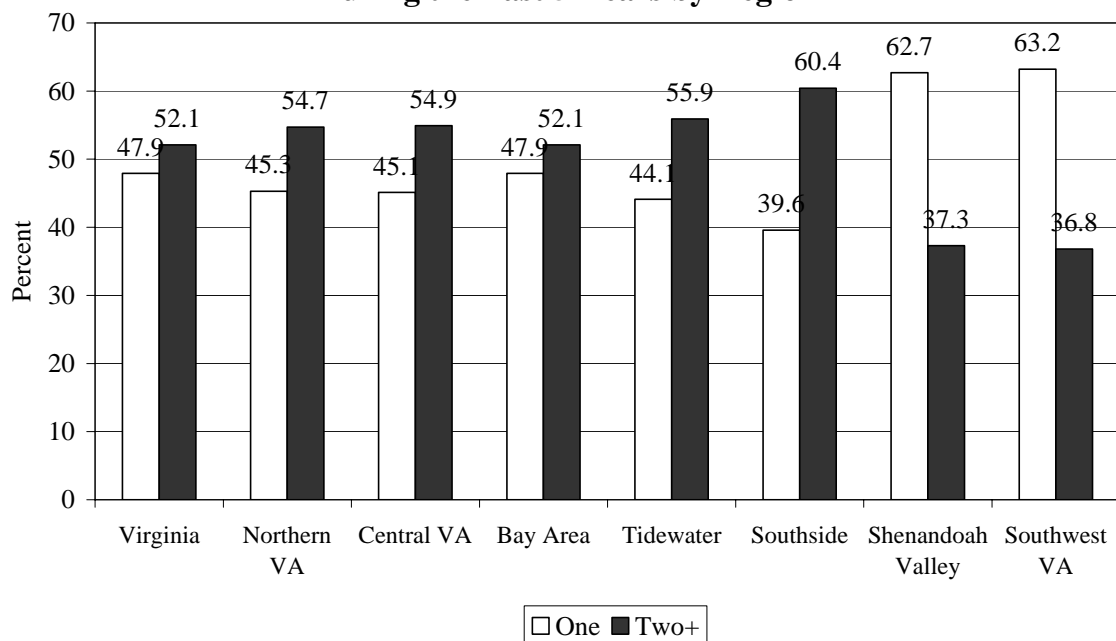
Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 24
Characteristics of Workers in Virginia: Number of Jobs Held
During the Past 5 Years by Age



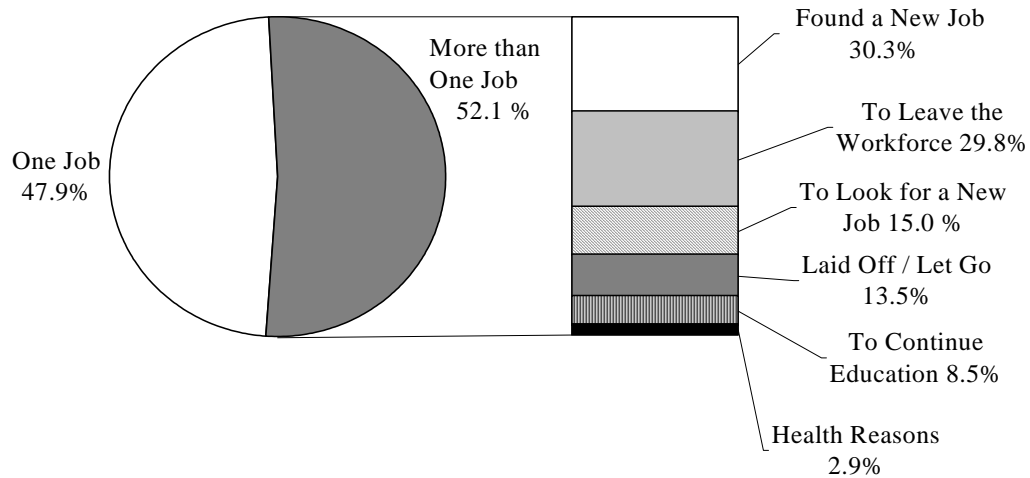
Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 25
Characteristics of Workers in Virginia: Number of Jobs Held
During the Past 5 Years by Region



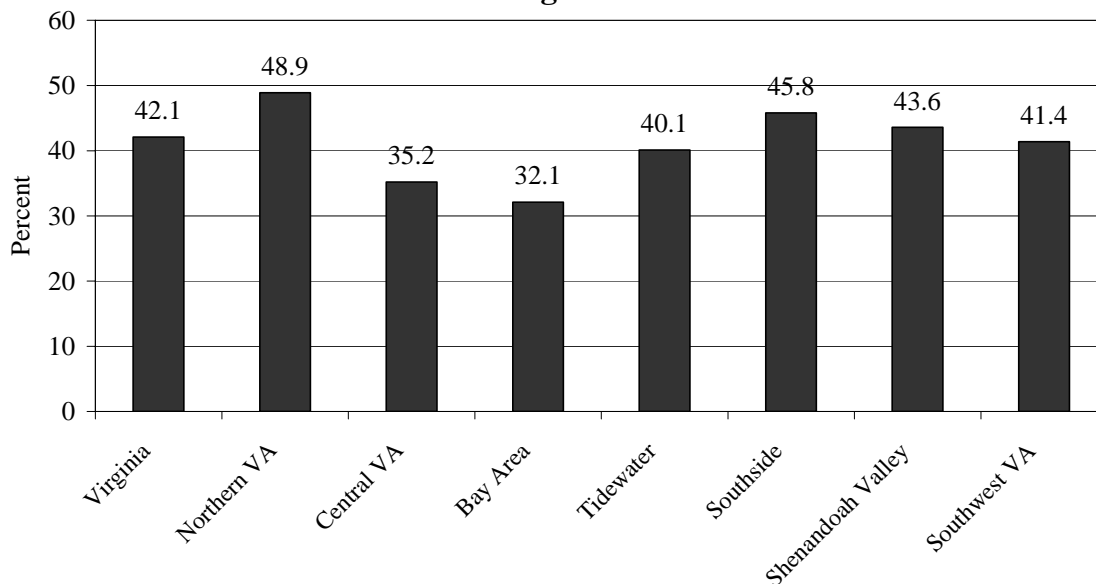
Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 26
Characteristics of Workers in Virginia: Reason for Leaving Last Job



Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

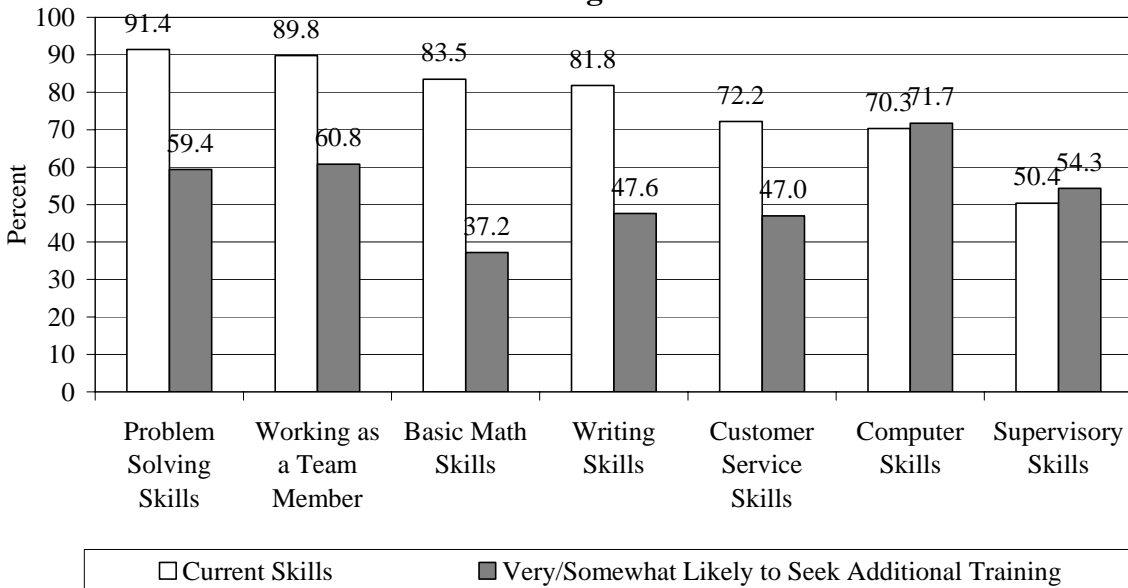
Exhibit 27
Characteristics of Workers in Virginia: Those Who Are Very/Somewhat Interested in a Job Sharing Arrangement by Region



Note: For the purposes of this study, job sharing is defined as when some employees share the same job and work part-time and receive some or all of the benefits that would be available if they worked full-time.

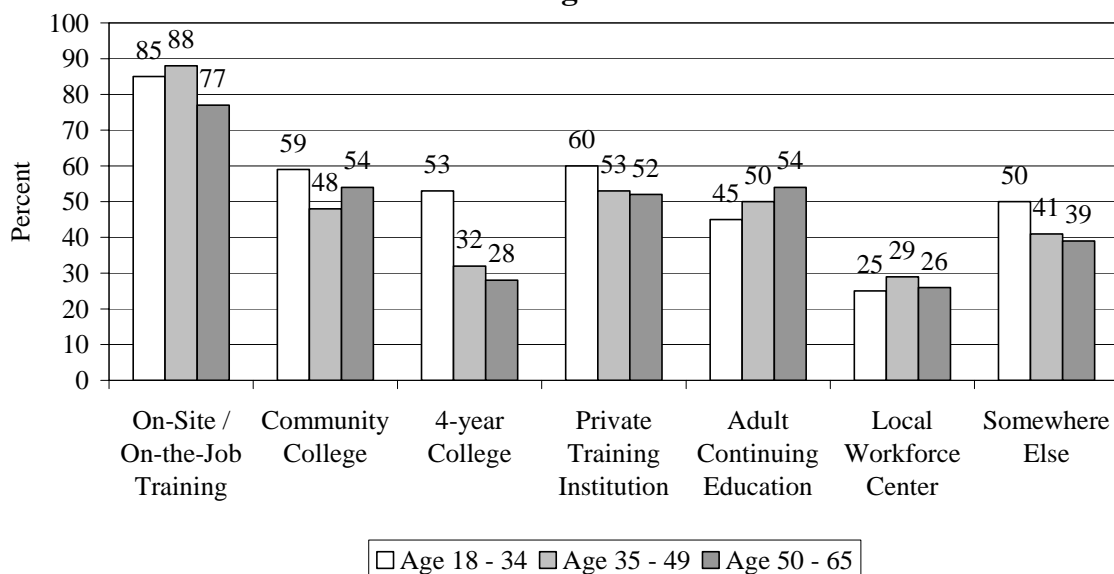
Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 28
Characteristics of Workers in Virginia: Skills Required by
Current Job and Those Who Are Very/Somewhat Likely to
Seek Additional Training in the Next 5 Years



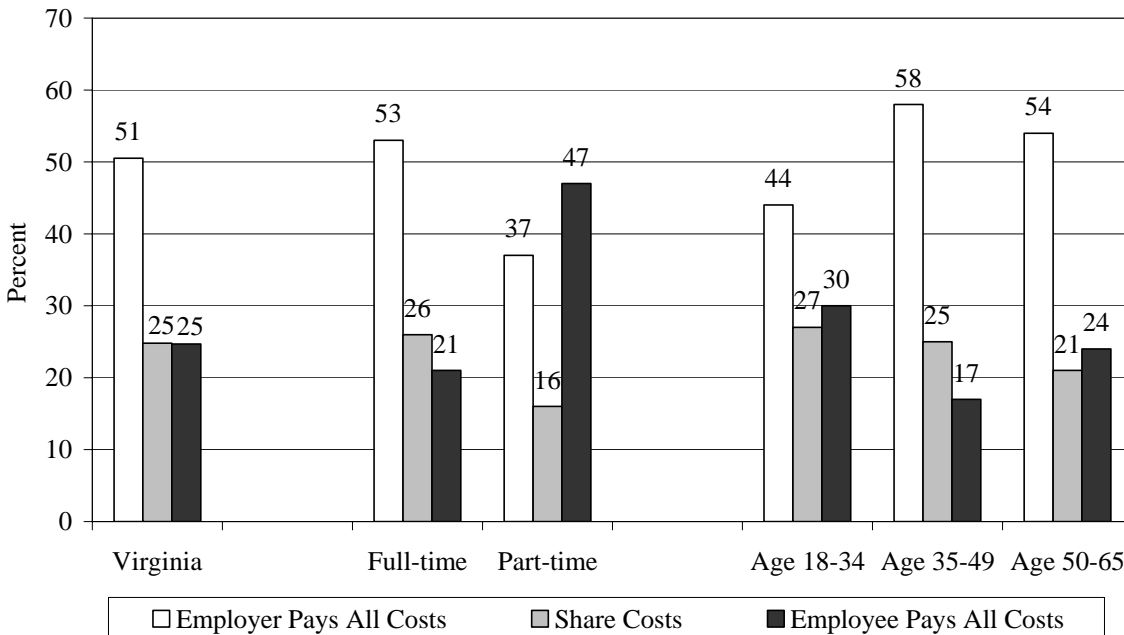
Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 29
Where Virginia Workers Who Are Very/Somewhat Likely to
Seek Additional Training Would Seek Additional Training by
Age



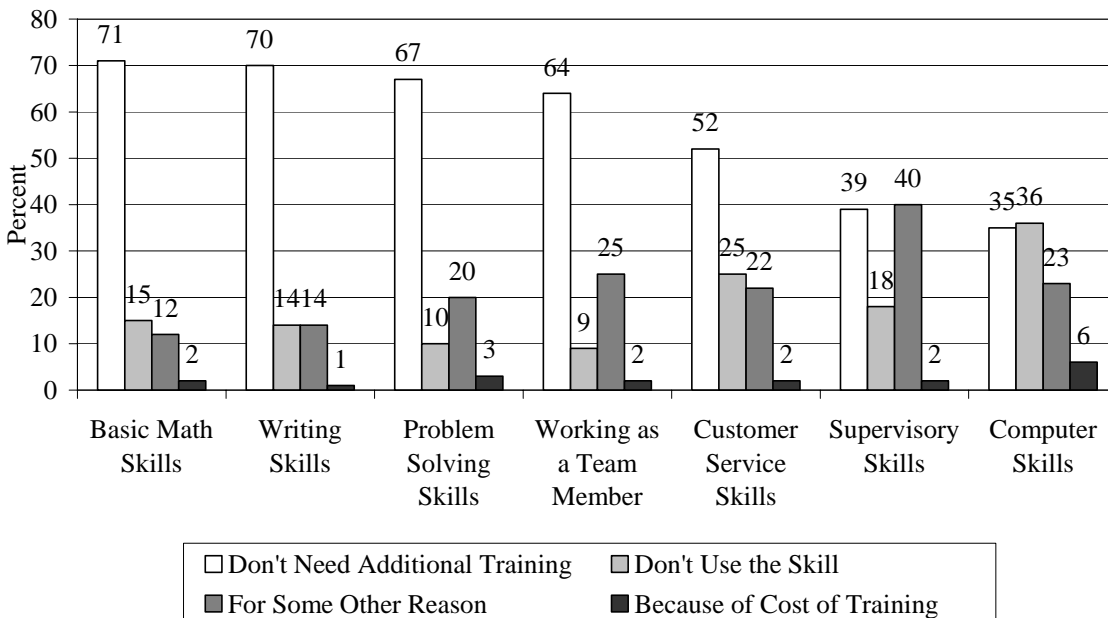
Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 30
Characteristics of Workers in Virginia: Who Would Pay for Additional Training by Full- and Part-time Status and Age

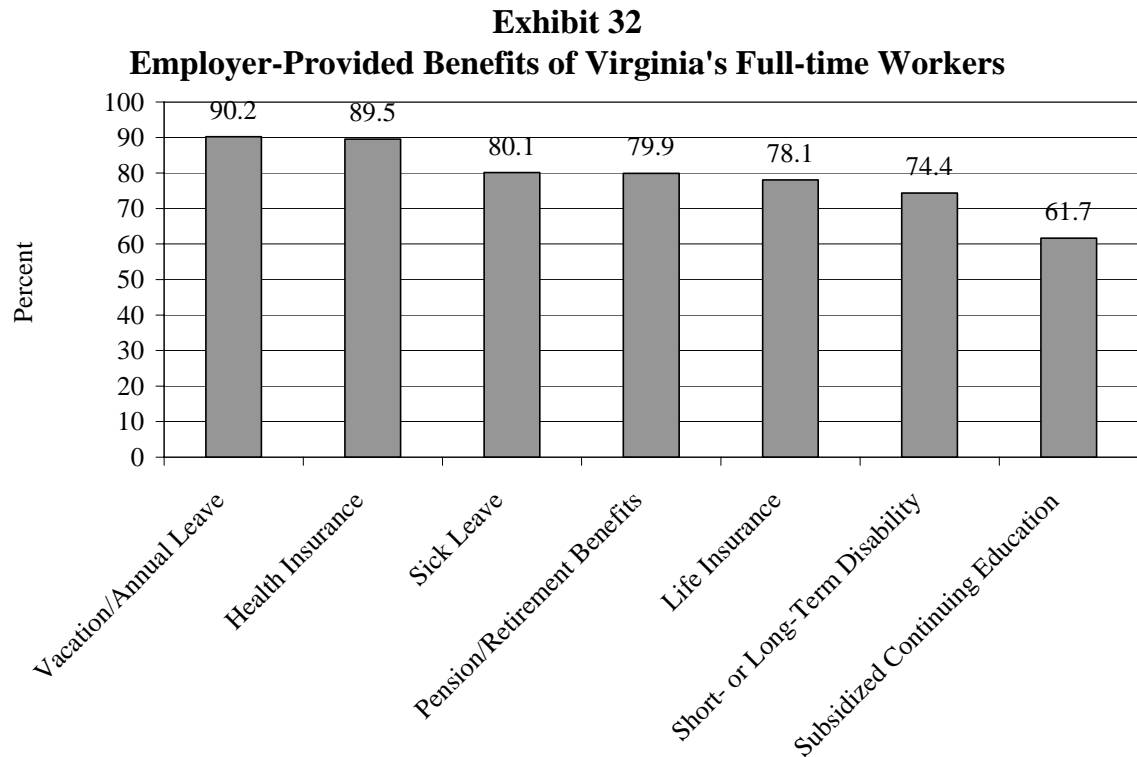


Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

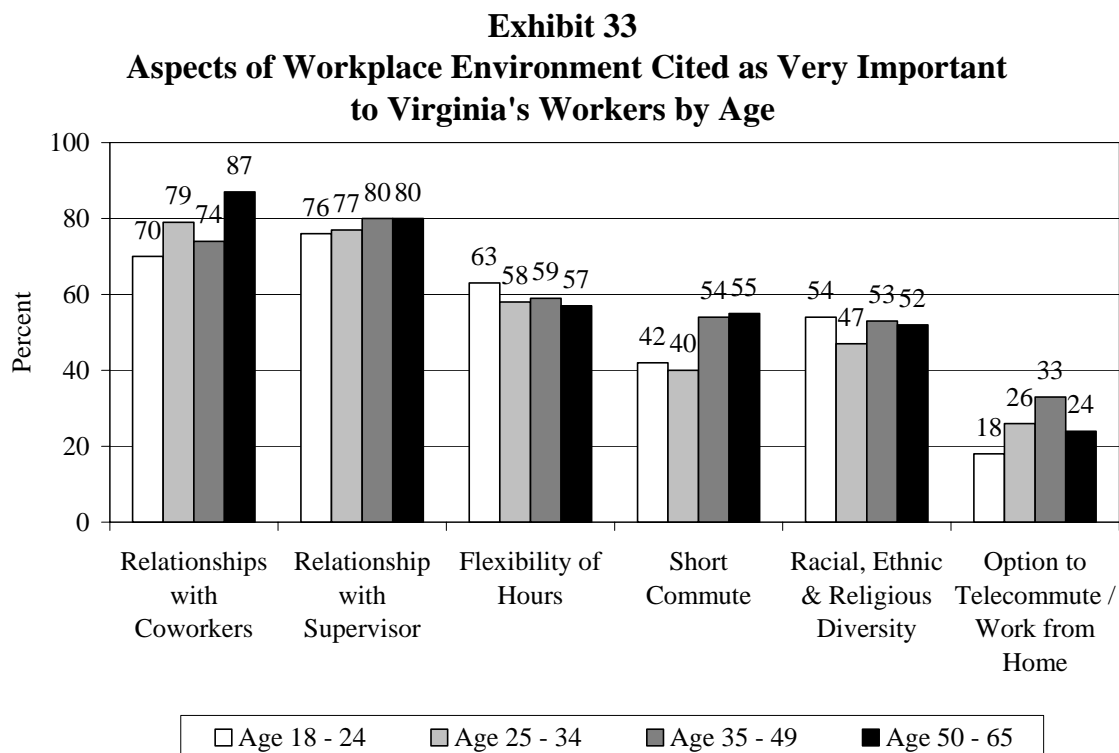
Exhibit 31
Why Virginia Workers Who Are Not Likely to Seek Additional Training Would Not Seek Training by Skill



Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

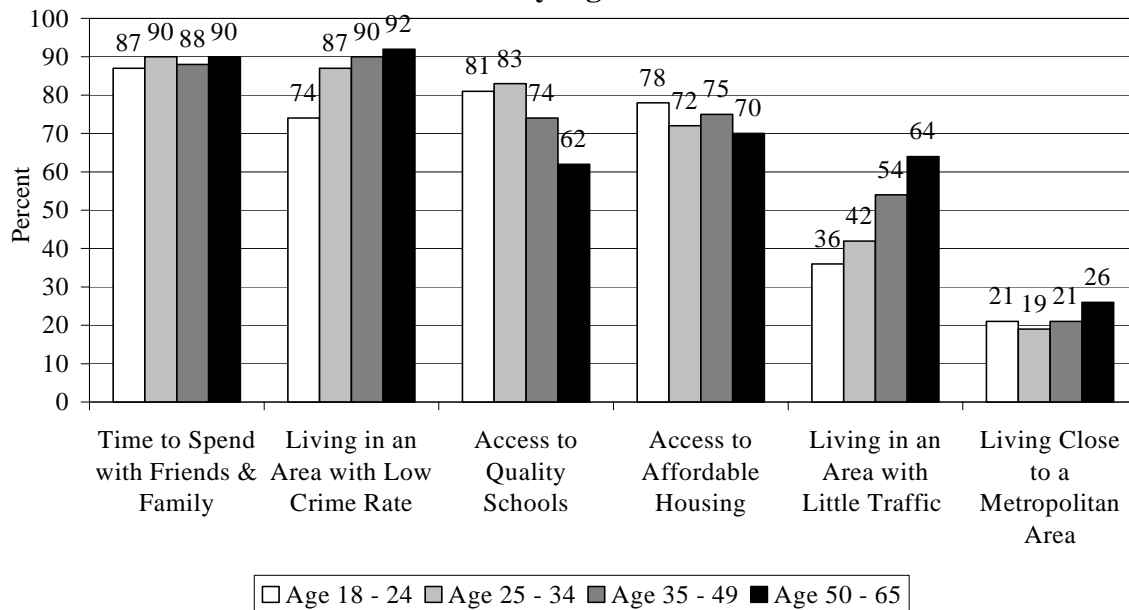


Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.



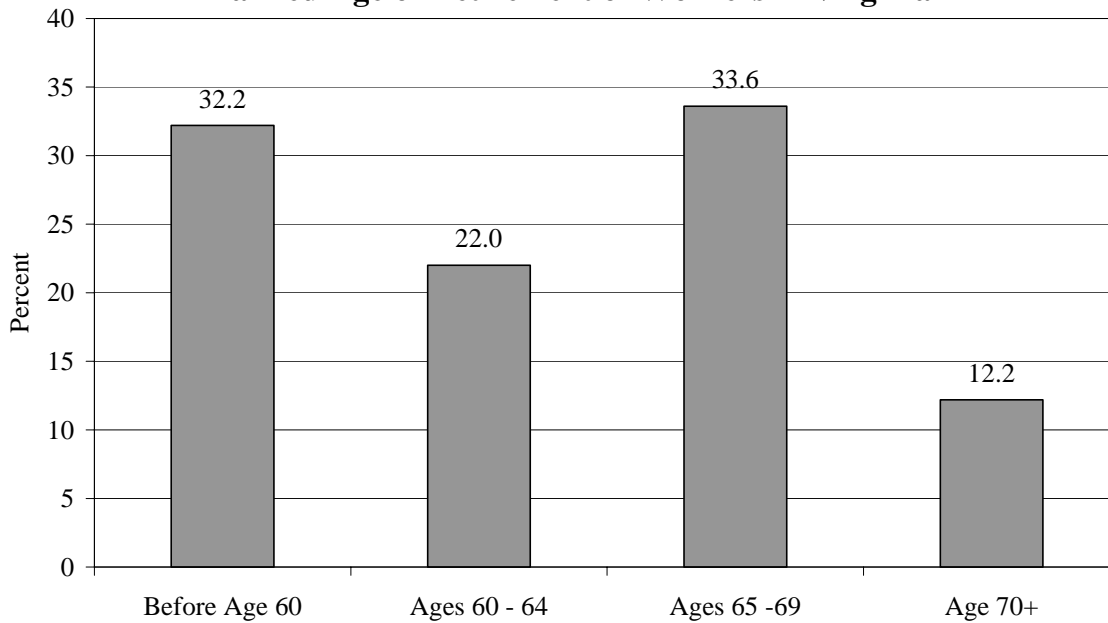
Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 34
Quality of Life Issues Cited as Very Important to Virginians
by Age



Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

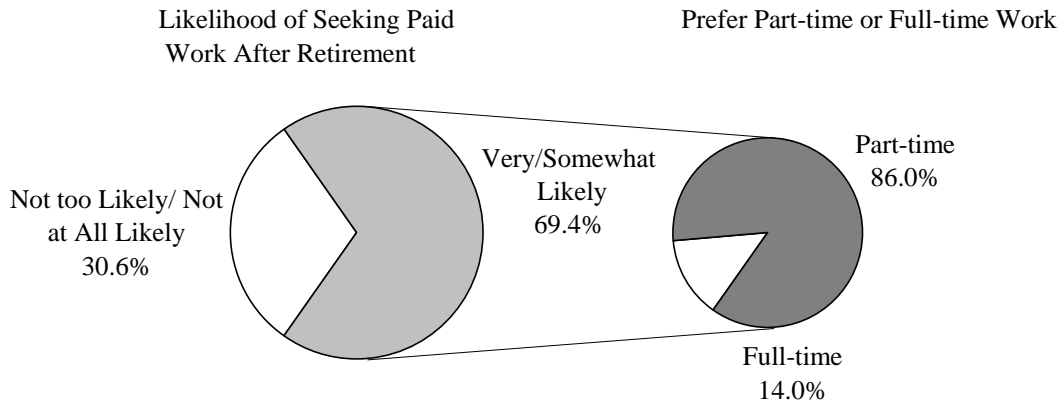
Exhibit 35
Planned Age of Retirement of Workers in Virginia



Note: The age of planned retirement was asked of currently employed Virginians, students, or those who are not employed but looking for work.

Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

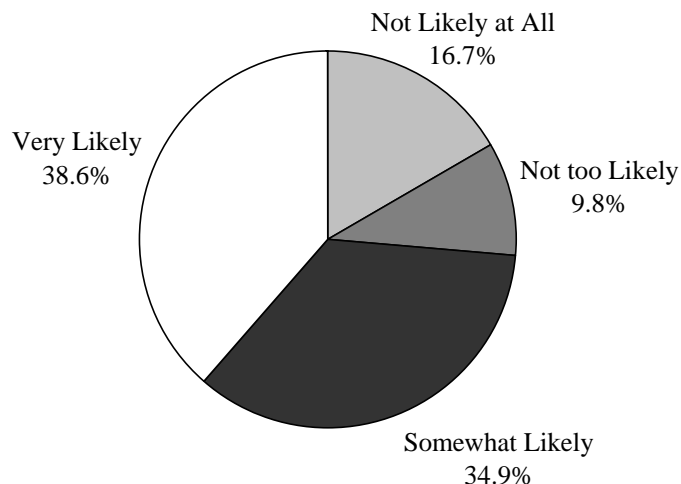
Exhibit 36
The Next 5 Years: Future Work Plans of Virginians Who Plan to Retire in 10 Years or Less



Note: The likelihood of seeking paid work after retirement was asked of currently employed Virginians, students, or those who are not employed but looking for work and who said they plan to retire within the next 10 years.

Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

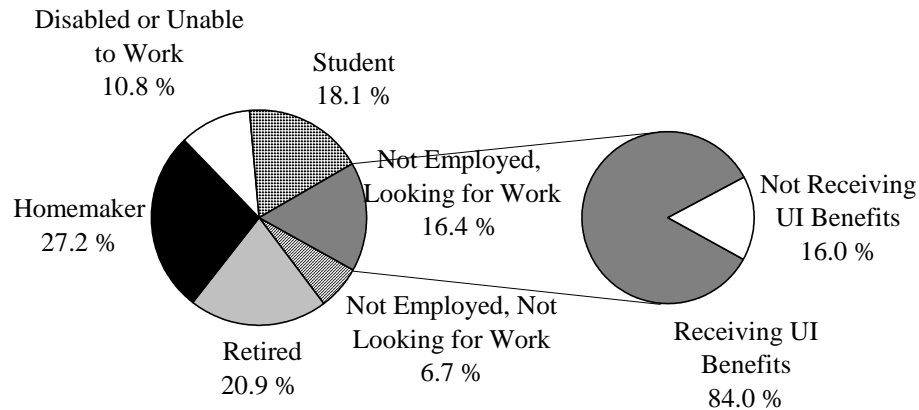
Exhibit 37
Likelihood of Taking Phased Retirement if Offered by Employer



Note: The likelihood of taking phased retirement if offered by their employer was asked of currently employed Virginians, students, or those who are not employed but looking for work and who said they plan to retire within the next 15 years.

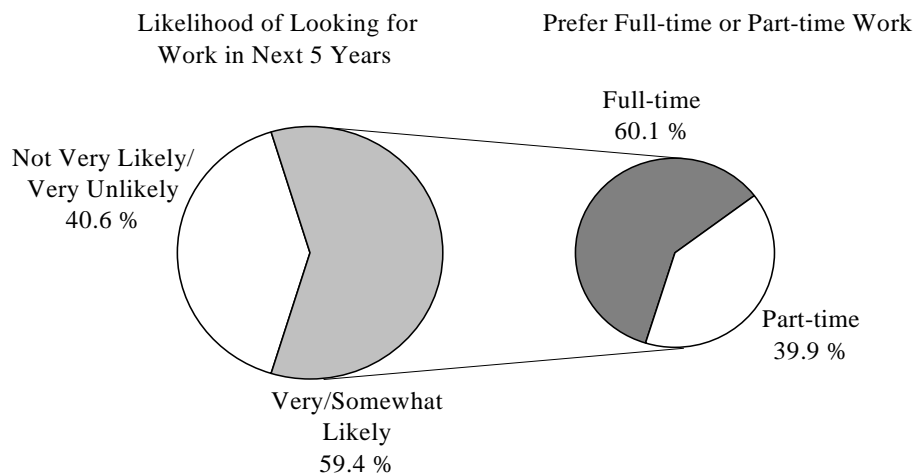
Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 38
Characteristics of Non-Workers in Virginia: Receipt of
Unemployment Insurance Benefits



Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.

Exhibit 39
Characteristics of Non-Workers in Virginia :
Likelihood of Looking for Work in the Next 5 Years &
Preference for Full- or Part-time Work



Source: Authors' tabulations from August 2003 weighted survey data collected by The Gallup Organization.
 Note: In this exhibit, "non-workers" includes homemakers, students, disabled or unable to work, those not employed but looking, and those not employed but not looking. Retirees are excluded.